

# S.H.A.P.E Assessment

Provided by TCOC
Assessment is also available to download
online at www.tcoc.org

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#### **WELCOME TO THE PROCESS!!**

These assessment tools are designed to help you in the process of self discovery. They are relatively simple but can have a huge impact on your life. They are meant to help you clarify how God has uniquely wired you, but that is only the starting point. Remember they are only as good as the application of your SHAPE into your life and ministry. When you are done, enter your results on page **12** or online at **www.tcoc.org/shape** 

#### WHAT IS S.H.A.P.E.?

**S**piritual Gifts

A special capacity for service given by God to every believer for the benefit of His Church, the Body of Christ **H**eart

A God-given desire that invigorates and motivates you to meaningful ministry involvement for God's kingdom.

#### **A**bilities

Talents and skills given by God to every human being for His glory (whether people love Him or not) that demonstrate His common grace to everyone.

#### **Personal Style**

Your natural and energized approach to life and relationships.

#### Experiences

Events and situations in your life that God has used to mold you into who you are.

#### **SPIRITUAL GIFTS INVENTORY**

#### **Directions:**

- 1. Read the traits for each spiritual gift and check every phrase that you think fits you.
- 2. Count the checked boxes in each category and record the total in the accompanying blank.

GIFTS	TRAITS OR DESCRIPTIONS				
Administration	□Delegates responsibilities easily				
	□Organizes effectively				
	□Enjoys completing projects	of 5			
	□Enjoys planning and administrative skills				
	□Successfully sets and achieves goals and objectives				
Craftsmanship	□Takes pleasure in drawing/designing objects				
	☐Finds joy in painting or creating handcrafted objects				
	□Experiences fulfillment in completing projects	of 5			
	□Enjoys time spent in creating beauty				
	☐Finds satisfaction in repairing and maintaining things				
Evangelism	□Enjoys talking to others about faith in Jesus Christ				
	□Challenged by the opportunity of talking to nonbelievers about the Christian life				
	□Seeks out nonbelievers in a continual manner in order to share with them about Christ, □Takes satisfaction from sharing the Gospel message with others and persuading them to respond	of 5			
	☐ Finds a certain pleasure in making new friends and sharing the love of Christ with them.				
Exhortation/ Wisdom	□Speaks words of encouragement to those who are troubled discouraged, or unsure of themselves				
	☐enjoys helping others resolve difficult or complicated problems	of 5			
	□Accurately applies truth to daily life in spite of crises or conflict				
	□A good counselor of others feeling perplexed or guilty				
	□Regularly helps others through difficulty by offering Biblical solutions which bring				

	comfort or direction.	
Ohdad	Conscientiately manages manage well in order to be able to give liberally to the Lordle	
Giving	□ Conscientiously manages money well in order to be able to give liberally to the Lord's work □ Consistently contributes to the Lord's work out of gratitude for what He had done □ Feels deeply moved by urgent financial needs in the work of God's kingdom □ Is content with maintaining a lower standard of living in order to financially benefit God's work □ Finds a certain pleasure in using financial resources to help others.	of 5
Hospitality	□ Readily provides food/shelter graciously and willingly to people in need □ Enjoys having guests in the home and sharing freely with those in need □ Making visitors and guests feel comfortable and a part of things □ Willingly opens home to guests or strangers even when it is not convenient □ Sees his/her home as a resource from God to share with others.	of 5
Intercession	□ Prays faithfully for the needs of others without prodding □ Prays for others when could be doing other things □ Feels secure in the knowledge that prayers continually work miracles in own life and the lives of others □ Knows that praying for others will bring tangible results □ Regards prayer as a favorite spiritual exercise.	
Knowledge	□ Frequently discovers new truths □ Has the confidence that insights will bring changes in the attitude and convictions of others □ Acquires and masters new facts and principles which aid others in their growth and stability □ Enjoys reading and studying to learn more about Biblical truth □ Distinguishes key Biblical truths and facts that benefit self and others.	of 5
Leadership	□ Enjoys persuading other people to accomplish preset goals and objectives □ Shows success in leading other people toward accomplishing specific tasks □ Others follow example □ Leads small or large groups of people in decision-making processes □ Positively motivates others to accomplish a task.	of 5
Mercy	□Works joyfully with people who are ignored by the majority of those around them □Talks cheerfully and compassionately with the elderly and shut-ins □Enjoys working with those in jails and prisons □Joyfully works with others who can do little if anything in response □Enjoys doing things to comfort people during sickness or times of trouble.	of 5
Music	□ Joyfully sings praises to God either alone or with other people □ Gives others pleasure by playing a musical instrument effectively □ Finds much pleasure in the routine practice of singing hymns and other Gospel selections □ Knows that singing has been a spiritual encouragement to others □ Finds pleasure in playing a musical instrument alone or with a group of people.	of 5
Serving	□Enjoys being called on to do special jobs □Enjoys routine work at church that would seemingly bore other people □Experiences satisfaction in doing menial tasks for the glory of God □Is content to take orders rather than give them	of 5

	□Gladly responds when others express a need for help.	
Shepherding	□Takes responsibility to care and nurture the whole person in their walk with God □Provides guidance and oversight to a group of God's people □Models with their life what it means to be a fully devoted follower of Jesus □Establishes trust and confidence through long-term relationships □Leads and protects those within their span of care.	of 5
Teaching	□ Enjoys helping other people learn Biblical facts and principles which aid in the building up of their lives □ Finds joy in sharing with children or adults knowledge about learning and applying God's word □ Sees the faith of others' strengthened by teaching about Christ □ Enjoys presenting and discussing Biblical truths with others □ Freely and effectively shares the love of Christ with children and/or adults in an effective and meaningful manner.	of 5
Writing	□ Enjoys formulating thoughts and ideas into effective written form □ Feels secure in the fact that words written will be of benefit to those who read them □ Composes or arranges articles in an efficient meaningful style □ Finds much pleasure in composing and writing paragraphs and stories for the edification of others □ Feels confident that literary skill will aid others and that they will be built up and informed because of it.	of 5
Rank the order w	our ton three gifts from the Spiritual Gifts Inventory	

List your top 3 GIFTS on green sheet Pg. 12 or online at www.tcoc.org/shape

## **HEART PASSION ASSESSMENT**

1.	You receive a phone call. The person says, "I have some good news and some bad news." The bad news is that you have just been fired from your job. The good news is that I want to give you a new job and it will be literally the job of your dreams. Describe this job and it is yours." What would you say?
2.	What is it in life that really "turns your crank", "floats your boat" i.e. something that you could stay up late talking about?
3.	Describe one of your most fulfilling and enjoyable achievements. What did you do? What encouragement did you get from others? How did you feel while doing it? (Remember, this is a fulfilling and enjoyable achievement. You might have won the Nobel Peace Prize but hated the process and will never do it again.)
4.	Think of a famous person or a person that you know well. Write there name down and what one of there passions are. (Example: Billy Graham—Reaching people for Christ)
5.	What do you think some of your friends would say about you?
to ι	I had a purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very important key understanding God's design and intention for your life. These heartbeats are described as passions in three erent areas—Roles, People and Causes.

### **HEART PASSION FOR A ROLE**

### WHAT DO YOU LIKE DOING?

Checkmark the roles you find fulfilling. If none apply to you or you think of another one, write it down on the "other" line at the end of the assessment.

I	LOVE TO
	□ DESIGN/DEVELOP: I love to make something out of nothing. I enjoy getting something started from scratch.
	☐ PIONEER: I love to test and try out new concepts. I am not afraid to risk failure.
	☐ ORGANIZE: I love to bring order out of chaos. I enjoy organizing something that is already started.
	☐ OPERATE/MAINTAIN: I love to efficiently maintain something that is already organized.
	☐ SERVE/HELP: I love to assist others in their responsibility. I enjoy helping others succeed.
	☐ ACQUIRE/POSSESS: I love to shop, collect or obtain things. I enjoy getting the highest quality for the best price.
	☐ <b>EXCEL:</b> I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.
	☐ <b>INFLUENCE:</b> I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.
	☐ <b>PERFORM:</b> I love to be on stage and receive the attention of others. I enjoy being in the limelight.
	☐ <b>IMPROVE:</b> I love to make things better. I enjoy taking something that someone else has designed or started and improve it.
	☐ REPAIR: I love to fix what is broken or change what is out of date.
	☐ LEAD/BE IN CHARGE: I love to lead the way, oversee and supervise. I enjoy determining how things will be done.
	☐ PERSEVERE: I love to see things to completion. I enjoy persisting at something until it is finished.
	☐ <b>FOLLOW THE RULES:</b> I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.
	☐ PREVAIL: I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
	□ OTHER:

Choose your top 3 ROLES and record them on green sheet Pg. 12 or online at www.tcoc.org/shape

## **HEART PASSION FOR SPECIFIC PEOPLE**

WHOM DO YOU LIKE TO HELP?

Checkmark the following people on whom you feel can have the greatest impact.

☐ Infants/Babies
☐ Couples
☐ Young Marrieds
☐ Jr. High Students
☐ Preschool Children
☐ Singles
☐ Elementary Children
☐ Toddlers
☐ College
☐ Sr. High Students
☐ Older Adults 60+
☐ Women
☐ Single Parents
☐ Men
☐ Families
☐ Widowed
☐ Young Adults (Post-College – Early Career)
☐ Other

Choose your top 3 PEOPLE and record them on green sheet Pg. 12 or online at www.tcoc.org/shape

## **HEART PASSION FOR A CAUSE**

## WHAT DO I GET EXCITED ABOUT?

Checkmark what cause(s) that get the adrenalin flowing.

☐ At Risk Children	☐ Grief Recovery
☐ Relief Efforts	☐ Law & Justice
☐ Compulsive Behavior Recovery	☐ Mediation
☐ Homelessness	☐ Mobilizing Volunteers
☐ Financial Management	☐ Music or Art
☐ Health and/or Fitness	☐ Parenting
☐ Evangelism	☐ Prayer
☐ Illness Support	☐ Race
☐ Fellowship	☐ Worship
☐ Abuse/ Violence	☐ Families/Marriage
☐ Blindness	☐ Divorce Recovery
☐ Breast Cancer	☐ Science and/or Technology
☐ Cancer	☐ World Missions
☐ Business	☐ Urban Missions
☐ Career Decisions	☐ Drug and Alcohol Recovery
☐ Deafness	☐ Athletics
☐ Disabilities	☐ Ethics
☐ Education	☐ Sexuality &/or Gender issues
☐ Environment	☐ Other

Choose your top 3 CAUSES and record them on green sheet Pg. 12 or online at www.tcoc.org/shape

### **ABILITIES ASSESSMENT**

Checkmark the abilities that apply to you:

WHAT GOD-GIVEN ABILITIES HAVE SURFACED THROUGHOUT YOUR LIFE?

☐ Artistic ability: conceptualize, draw, paint, photograph, etc.
☐ Athletic ability: coach or participate in a sport
☐ Classifying ability: systematize and file books, data, records, and materials
☐ Cooking ability: prepare meals for large and small groups
☐ Counseling ability: listen, encourage, and guide with sensitivity
□ Counting ability: work with numbers, data or money
☐ Decorating ability: beautify a setting for a special event
□ Developing ability: improve, tinker, make better, modify
☐ Editing ability: proofread or rewrite
☐ Entertaining ability: perform, act, dance, speak
☐ Evaluating ability: analyze data and draw conclusions
☐ Graphics ability: layout, design, create visual displays or banners
☐ Hobby-related ability: work with hands in a certain activity
☐ Interviewing ability: talking with people and discovering what people are like
☐ Landscaping ability: gardening and work with plants
☐ Leadership ability: "head honcho", coordinate, cast vision, direct, lead
☐ Learning ability: observe, practice, research, study
☐ Linguistic ability: speak and write in various languages What Language?
☐ Managing ability: supervise people to accomplish a task or event
☐ Mechanical Operating ability: operate tools or machinery
☐ Musical ability: sing or play a musical instrument
☐ Organizational ability: bring order and organization to people and programs
☐ Planning ability: strategize, design, and organize programs or events
☐ Promoting ability: advertise or promote events and activities
☐ Public Relations ability: handle complaints and unhappy people with care and maturity
☐ Recruiting ability: enlist and motivate people to get involved
☐ Repairing ability: fix, restore, maintain
☐ Researching ability: read, gather information, collect data
☐ Resourceful ability: search out and find resources at a lower cost
☐ Sewing/Needlework ability: work with a needle and thread or with a sewing machine
☐ Teaching ability: explain, train, demonstrate, tutor
☐ Technical ability: operate or repair various equipment
☐ Visualizing ability: conceptualize, picture, dream
☐ Welcoming ability: convey warmth, develop rapport, making others feel welcome
☐ Writing ability: write articles, papers, letters, books
□ Other:

Choose your top 3 ABILITIES and record them on green sheet Pg. 12 or online at www.tcoc.org/shape

#### PERSONAL STYLE ASSESSMENT

It is obvious that God does not use a cookie cutter to create people. He makes us all unique and that includes our own personal style. God loves variety and He made introverts and extroverts — He made people who love routine and those who love variety — He made some "thinkers" and some "feelers" and some "doers". How did He make you?

Place a checkmark next to appropriate descriptions. Add them up and double for total in each of the four boxes. No score in any box can exceed 28 points

С	CL	TP	A
☐ Takes charge ☐ Determined ☐ Assertive ☐ Firm ☐ Bold ☐ Purposeful ☐ Enterprising ☐ Competitive ☐ Decision maker ☐ Leader ☐ Goal driven ☐ Self-reliant ☐ Enjoys challenges ☐ Adventurous	☐ Takes risk ☐ Visionary ☐ Motivator ☐ Energetic ☐ Fun Loving ☐ Likes variety ☐ Very verbal ☐ Promoter ☐ Enjoys change ☐ Creative ☐ Group oriented ☐ Mixes well ☐ Avoids detail ☐ Optimistic	Loyal Non-demanding Even keel Avoids conflict Enjoys routine Dislikes pushiness Good listener Adaptable Sympathetic Thoughtful Nurturing Patient Tolerant Deep relationships	□ Deliberate □ Controlled □ Reserved □ Predictable □ Practical □ Orderly □ Factual □ Discerning □ Detailed □ Analytical □ Inquisitive □ Precise □ Persistent □ Scheduled
Total x2 =	Total x2 =	Total x2 =	Total x2 =

Transfer your totals for each box (C, CL, TP & A) to green sheet Pg. 12 or online at www.tcoc.org/shape

Chart each of these totals from above onto the graph below.

PERSONALITY Graph	L (C)	O (CL)	G (TP)	B (A)
30-		-	-	-
26-			-	
22-	 		-	
18-			-	
14-			-	
10-			-	
6-			-	
2-				

0-							
<b>C = COACH</b> You will naturally		CHEERLE	L = ADER I naturally	Y	TP = TEAM PLAYER 'ou will naturally		A = ANALYST You will naturally
<ul> <li>Gravitate to position leadership</li> <li>Be decisive and quid make decisions</li> <li>Avoid chit-chat and variety to "get to the point"</li> <li>Have the time orientation of "let's conow!"</li> <li>Love to overcome obstacles and take confallenges</li> <li>May not see the import your words or criticisms on others</li> <li>Says, "Okay team, the what we need to do!</li> </ul>	ck to want do it on eact	<ul> <li>Make life fun</li> <li>Love to talk to</li> <li>Easily get excencouraged</li> <li>Enjoy groups activity level</li> <li>Avoid details, accountability deadlines</li> <li>Have the fututime frame of work out!"</li> <li>Says, "Go tead oit!"</li> </ul>	o others ited and and high close y and ire oriented f "it'll all	relation Express loyalty Listen a length) probler Be morneeds other b Carry e financia Prefers if it mecosts. Says, "	s tremendous to those you love attentively (and at to another's ms e sensitive to of others than	•	Want to do things right and by the book Strive for accuracy and quality, not quickness See a person's past as a key to trusting them in the future Want clearly defined tasks, limited risk, and an open door environment for asking questions of clarification Be very creative in designing helpful systems, if encouraged and allowed to work at your own pace Be so good at taking things apart, you can also take people apart and become a strong critic when wronged Says, "To be effective this team needs to follow the playbook!"

WORK EXPERIENCES		
	ctive in and enjoyed the most? List them b	elow
	<u>Transfer your results to green sheet</u>	
LIFE EXPERIENCES		
From what problems, hurts, pains o Check all that apply to you.	r trials have you learned that you can in tur	n help others?
☐ Abortion	☐ Depression	■ Military Wartime Service
☐ Abuse	Dysfunctional Family	Miscarriage
Adoption	Divorce	Orphaned
□ Alcoholism	☐ Drug Abuse/Addiction	☐ Prison
☐ Alzheimer's/Dementia	☐ Eating Disorder	☐ Recovery Program
☐ Annulment of Marriage	☐ Extended Court Proceedings	☐ Remarried
☐ Bankruptcy ☐ Cancer	☐ Extended Job Loss	☐ Separated and/or
	☐ Extended Physical	Restored Marriage
Chronic Pain	Illness/Injury ☐ Handicapped/Disabled	☐ Suicide ☐ Widowed
<ul><li>□ Crisis Pregnancy</li><li>□ Death/Grief</li></ul>	☐ Homeless	☐ Other
MINISTRY EXPERIENCES Where have you enjoyed serving in	the past? Check all that apply to you.	
		Duison Ministry
☐ Usher/Greeter☐ Teacher (Adults)	<ul><li>☐ Mentor</li><li>☐ Financial Counselor</li></ul>	<ul><li>□ Prison Ministry</li><li>□ Program/Event Coordinator</li></ul>
☐ Teacher (Addits) ☐ Teacher/Helper (Youth)	☐ Coach (Baseball)	☐ Retreat Planning
☐ Teacher/Helper (Children)	☐ Coach (Basketball)	☐ Parking Cars
☐ Teacher Training Ministry	☐ Coach (Soccer)	☐ Set up/ Tear down
☐ Host	☐ Calling Team	☐ Speaker/Trainer
☐ Kitchen	☐ Meals Ministry	☐ Writing
☐ Music (Instrument)	☐ Counseling	☐ Tape/CD Ministry
☐ Music (Vocal)	☐ Clothing Closet	Cleaning Crew
☐ Mission Trip	☐ Bus/Van Driver	Office Work
☐ Urban Missions	☐ Video	ESL Ministry
☐ Tutoring	Sound Board	☐ Home Construction Ministry
☐ Deacon	☐ Library	Recovery Ministry
☐ Elder	Hospital Care	Special Needs Children
☐ Drama	☐ Coffee	Other
Small Group Leader	Prayer Team	

Transfer your results to green sheet pg. 12 or online at www.tcoc.org/shape

### **GREEN SHEET**

## **YOUR S.H.A.P.E. PROFILE**

Name		DOB
Address		
City	State	Zip
Home Phone	Work or Cell Phone	
Email		(List only if you actually check it!)
List your top 3 SPIRITUAL GIFTS		
·	2	3
±	2	
List your passion for your top 3	ROLES	
1	2	3
List your passion for your top 3	PEOPLE	
	2	3
List your passion for your top 3		
1	2	3
List your top 3 ABILITIES		
1	2	3
List total for each PERSONALITY		
Coach Cheerle	eader Team Player	Analyst
List any WORK EXPERIENCES th	nat you have had that could be used in God'	s Kingdom:
	2	
•	t you have had that could be used in God's I	_
1	2	3
List any MINISTRY EXPERIENCE	S that you have had that could be used in G	od's Kingdom:
•	2	<u> </u>
How would you describe where the Check the appropriate box.	you are in your Spiritual Journey with Christ	right now?
<ul><li>❑ New Believer: Brand new to</li><li>❑ Growing Believer: Established</li></ul>	faith and the Bible. ed in the basics of Bible study, personal dev	ristians, have not yet committed life to Christ. otions, etc. sics, ready to lead others toward a deeper relations
Are you currently serving a	et TCOC?	
Whore?		
Where?		